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ABSTRACT

This report presents descriptive data on administrators' salaries at the University of California and California State University, faculty salaries at the California Community Colleges, and salaries of University of California medical faculty. Part 1 presents an overview of faculty salaries in the California Community Colleges and estimates the mean salary of regular and contract faculty at \$42,035. Part 2 shows the salaries of campus-based and central office administrators at the University and the State University, with comparison institution data for the campus-based positions. Part 3 shows salaries for University full-time faculty physicians in the specialties of general medicine, surgery, and pediatrics, in comparison to those received by their counterparts at comparable institutions. Much of the data is presented via 17 tabular displays. The University of California report on medical school clinical compensation plans and clinical faculty salaries, 1979, is appended. (DB)

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SUPPLEMENTAL REPORT ON ACADEMIC SALARIES, 1988-89

Community College Faculty Sal
Administrators' Salaries at the
University of California and the
California State University
Medical School Faculty Salari

CALIFORNIA POSTSECONDARY
EDUCATION COMMISSION



Summary

In response to Supplemental Language to the 1978, 1979, and 1981 Budget Acts, the California Postsecondary Education Commission prepares annual reports on administrators' salaries at the University of California and the California State University as well as faculty salaries at the California Community Colleges. In addition, it prepares biennial reports on University of California medical faculty salaries in odd-numbered years.

This document contains those three elements.

- Part One on pages 3-14 presents an overview of faculty salaries in the California Community Colleges and estimates the mean salary of regular and contract faculty at \$42,035.
- Part Two on pages 15-18 shows the salaries of campus-based and central office administrators at the University and the State University, with comparison institution data for the campus-based positions.
- And Part Three on pages 21-23 shows salaries for University full-time faculty physicians in the specialties of general medicine, surgery, and pediatrics, in comparison to those received by their counterparts at comparable institutions.

This report, which deliberately provides only descriptive data for use by the State and offers neither conclusions nor recommendations about these data, was adopted by the Commission at its meeting on September 18, 1989, on recommendation of its Policy Evaluation Committee. Additional copies of the report may be obtained from the Publication Office of the Commission at (916) 324-4991. Questions about the substance of the report may be directed to Murray J. Haberman of the Commission staff at (916) 322-8001.

SUPPLEMENTAL REPORT ON ACADEMIC SALARIES, 1988-89

*A Report to the Governor
and Legislature in Response
to Senate Concurrent Resolution No. 51 (1965)
and Subsequent Postsecondary Salary Legislation*

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
Third Floor • 1020 Twelfth Street • Sacramento, California 95814-3985





**COMMISSION REPORT 89-26
PUBLISHED SEPTEMBER 1989**

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Executive Summary

THIS report consists of three independent sections.

1. Community College faculty salaries

Part One responds to Supplemental Language to the 1979 Budget Act, which directed the Commission to prepare annual reports on the salaries of California Community College faculty members. It presents an overview of those salaries and estimates the mean salary of regular and contract faculty at \$42,035. It indicates that the difference in mean salaries between the highest-paying and lowest-paying of the 71 districts in the State is about 37 percent. Finally, it shows that on a statewide basis, full-time faculty salaries are nearly twice as high per weekly faculty contact hour as part-time faculty, and about 60 percent more than overload faculty. If fringe benefits are added, this disparity is even greater.

2. Selected administrators' salaries in universities

Part Two responds to Supplemental Language in the 1981 Budget Act, which instructed the Commission to report annually on the salaries of University of California and California State University administrators. It shows the salaries of campus-based and central office administrative positions at the University and State University, with comparison data for the campus-based positions.

This part also shows that, for several reasons, campus-based administrative salaries at the University of California lag behind the mean salaries reported by its comparison institutions in 17 of the 18 administrative positions surveyed for this report, with the

differences ranging from 1.6 percent for directors of campus security to 25.7 percent for directors of computer centers. Only the deans of agriculture at the University earn more on the average than their comparison institution counterparts, and the Chancellors of the University's campuses on the average earn 21.7 percent less than their counterparts.

At the State University, campus administrators in five positions receive between 0.3 and 20.6 percent more than the mean of their counterparts at comparison institutions, while campus administrators in 11 other positions receive between 0.1 and 23.6 percent less. State University campus presidents receive 18.8 percent less than their counterparts at comparison institutions.

3. Medical school faculty salaries at the University of California

Part Three responds to Supplemental Language to the 1978 Budget Act that requested the Commission to report on the University of California's medical school faculty salaries. It shows salaries for University full-time faculty physicians in the specialties of general medicine, surgery, and pediatrics, and it compares them to full-time clinical faculty salaries at comparison institutions.

In general, the University remains competitive in its compensation of medical school faculty. In 1988-89, for the three ladder ranks within the three specialties surveyed, the University's med.cal faculty salaries exceeded similar comparison institution salaries in five categories and lagged in the remaining four; and full professors in all three specialties at the University received more than the average of their counterparts.

1

Community College Faculty Salaries

Introduction

In February 1979, the Legislative Analyst recommended in the *Analysis of the Budget Bill, 1979-80*, that the Commission include information on California Community College faculty salaries in its annual faculty salary reports. Responding to this recommendation, the Commission presented data on community college faculty salaries for the 1977-78 fiscal year in its report, *Faculty Salaries in California Public Higher Education, 1979-80*, of April 1979, but it was unable to include data for 1978-79 (the then current year) because the Chancellor's Office had abandoned such data collection as part of the cutbacks resulting from the passage of Proposition 13 in June 1978.

Subsequently, Commission staff proposed that the submission of community college faculty salary data be formalized, and for that purpose the Legislature appropriated \$15,000 to the Chancellor's Office for the 1979-80 fiscal year. In August 1979, Commission staff outlined for the Chancellor the specific information desired (Appendix A, pp. 25-26) and asked the Chancellor's staff to submit 1978-79 data by November 1, 1979, and data for subsequent fiscal years by March 1 of the year involved.

In 1981-82, the Chancellor's Office initiated the "Staff Data File" -- a computerized data collection system that is now in its eighth year of operation and that has provided comprehensive reports for the past seven years.

During these years, the Chancellor's Office has produced comprehensive and accurate reports that contain information on average salaries and salary ranges; cost-of-living adjustments; teaching loads; numbers of full- and part-time faculty; age, sex, and ethnicity; number of new hires, promotions, and leaves; and qualifications for various salary categories.

Although reporting is substantially improved from prior years, two problems remain:

- The first relates to the submission of data that are incomplete due primarily to protracted collective bargaining negotiations. When negotiations extend into the spring of the current academic year, and cost-of-living adjustments are accordingly allocated retroactively, there is seldom sufficient time to include the increases in the mean salary figures reported. The result is that many of the mean salaries reported are inaccurate. In addition, 19 of the system's 71 districts did not report cost-of-living adjustments.
 - The second problem is that complete salary adjustments are not always reported. In 1988-89, for example, one-time "off-schedule" adjustments were granted to faculty in six districts. In addition, in its analysis of salaries the Chancellor's Office averages all increases granted after July 1 over the entire year. Thus, a 5 percent increase granted on January 1 is only counted as a 2.5 percent increase, even though the effect is to lift the entire salary schedule by 5 percent by the end of the fiscal year. These analytical differences in computing average salaries are discussed further in the next section.
-

Average salaries

Display 1 on page 4 shows 1988-89 mean salaries as reported by 69 of the 71 districts, with Feather River and Lassen Community College Districts not reporting. The first footnote in that display indicates that 11 districts did not report cost-of-living increases for 1988-89 and consequently could not incorporate such increases into their mean salary figures. Consequently, the salaries reported more nearly approximate 1987-88 salaries for those districts. The second footnote includes 18 districts where salary negotiations were complete but which did not have sufficient time to incorporate those increases into their mean salary figures.

In all, Display 1 indicates that accurate current-year data are available for only 40 districts -- 56.3

DISPLAY 1 Mean Salaries in the California Community Colleges, 1988-89

| District | Mean Salary | District | Mean Salary |
|--|-------------|--------------------------------|-----------------------|
| Allan Hancock ² | \$38,651 | Palomar | \$43,164 |
| Antelope Valley | 38,554 | Pasadena Area | 41,457 |
| Barstow ¹ | 38,935 | Peralta | 37,432 |
| Butte ² | 40,429 | Rancho Santiago | 43,009 |
| Cabrillo ¹ | 35,286 | Redwoods | 41,417 |
| Cerritos ² | 46,009 | Rio Hondo | 45,299 |
| Chaffey | 41,236 | Riverside ¹ | 41,214 |
| Citrus ² | 41,910 | Saddleback | 48,413 |
| Coachella Valley ² (Desert) | 38,879 | San Bernardino ¹ | 40,250 |
| Coast | 41,170 | San Diego | 39,828 |
| Compton ¹ | 35,268 | San Diego Adult | 30,073 |
| Contra Costa | 47,661 | San Francisco Centers | 36,869 |
| El Camino | 43,846 | San Francisco | 42,216 |
| Feather River | N/A | San Joaquin Delta ² | 46,311 |
| Foothill/DeAnza | 45,363 | San Jose ² | 42,658 |
| Fremont-Newark ² | 41,675 | San Luis Obispo | 42,497 |
| Gavilan ² | 40,086 | San Mateo | 45,328 |
| Glendale | 44,749 | Santa Barbara ² | 38,571 |
| Grossmont ² | 40,347 | Santa Clarita | 42,039 |
| Hartnell | 40,806 | Santa Monica ² | 43,585 |
| Imperial ² | 35,233 | Sequoias | 45,074 |
| Kern | 38,519 | Shasta-Tehama-Trinity | 40,655 |
| Lake Tahoe ¹ | 38,125 | Sierra | 41,428 |
| Lassen | N/A | Siskiyou ¹ | 36,524 |
| Long Beach ² | 44,088 | Solano County ¹ | 40,479 |
| Los Angeles ² | 41,613 | Sonoma County | 44,221 |
| Los Rios ¹ | 39,911 | South County | 44,085 |
| Marin ² | 46,753 | Southwestern | 42,240 |
| Mendocino | 36,791 | State Center | 42,910 |
| Merced | 42,178 | Ventura County | 43,845 |
| Mira Costa | 41,896 | Victor Valley | 38,166 |
| Monterey Peninsula ² | 38,430 | West Hills | 40,230 |
| Mount San Antonio | 44,192 | West Kern | 45,916 |
| Mount San Jacinto ² | 37,699 | West Valley | 44,129 |
| Napa ¹ | 35,453 | Yosemite | 43,393 |
| North Orange | 43,729 | Yuba | 42,564 |
| Palo Verde ¹ | 35,731 | Total | \$42,035 ³ |

1. District was still in the process of salary negotiations for 1988-89 at the time mean salary data were reported. Consequently, the salaries reported more closely approximates the 1987-88 mean.

2. Although salary negotiations were complete as of the Chancellor's Office deadline for reporting data, mean salary data do not reflect the 1988-89 cost-of-living adjustment. Consequently, the salaries reported may more closely approximate the 1987-88 mean.

3. Feather River and Lassen Community College Districts did not report data to the Chancellor's Office in time for this report.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

percent of the 71 possible -- with the faculty employed by those districts representing 60.6 percent of the systemwide total. Accordingly, it is probable that the actual mean salary for the system is higher than the \$42,035 reported. To provide an estimate of actual salaries, the mean salaries of the 29 non-reporting districts (excluding Feather River and Lassen), were incremented by 4.79 percent -- the average percent increase for the 40 reporting districts, which resulted in a systemwide mean salary of \$42,796. There is no way of knowing how accurate that figure may be, but it is probably closer to reality than the \$42,035 contained in the Chancellor's Office report.

Displays 2 and 3 on pages 6 and 7 show mean salaries as reported in the Staff Data File for regular and contract faculty in the ten highest- and ten lowest-paying districts for selected years between Fall 1986 and Fall 1988, and the systemwide means for each of those years. In each case, those districts reporting incomplete mean salary data are indicated. Display 4 on page 8 shows mean salaries for those districts as a group, the percentage difference between them, and the total number of faculty.

In 1988-89, the highest-paying district was Saddleback with a mean of \$48,413. The lowest was Imperial with a mean of \$35,233 -- although it should be noted that Imperial's faculty were still in negotiations with respect to their existing contract with their district administration. Among those districts that had finalized negotiations, the lowest paying was the Peralta District at \$37,432 -- a figure 29.3 percent lower than Saddleback's.

Display 5 on pages 9 and 10 provides cost-of-living adjustment data, by district, for the current and previous two years, weighted by the size of faculty in each district. In each case, off-schedule payments and mid-year adjustments are reflected, inclusions that increase the systemwide average from the 4.00 percent reported by the Chancellor's Office for 1987-88 to 4.91 percent, and the 4.77 percent reported for 1988-89 to 4.79 percent.

From Display 2 it can be seen that those districts with higher salaries tend to be the larger districts and also tend to be those reporting complete data. These higher salaries actually become more pronounced if the evening programs at San Diego and San Francisco are included in the overall district-wide average. Faculty working in these evening

programs tend to be paid about one-fourth less than regular faculty at the main campus, and their inclusion consequently reduces the districtwide average. Were they to be included, the differences between the highest- and lowest-paying districts, as shown in Display 4, would be even greater, thus highlighting the size factor even more. Either way, the difference in mean salaries between the highest-paying district (Saddleback) and the lowest-paying district (Imperial) is about 37 percent. Taken as groups of the ten highest and ten lowest, the difference is 27.3 percent, but considering that eight of the ten lowest-paying but only three of the ten highest-paying districts reported incomplete data, the true difference between these two groups is probably closer to 25 percent.

The Chancellor's Office also provided salary schedules for each of the 71 districts in the community college system. These generally provide a number of salary categories or classes through which a faculty member can advance depending on educational qualifications, and another series of steps that provide salary increases based on longevity. Typical schedules are shown in Displays 6, 7, and 8 on pages 11 and 12 and present the marked differences that exist between low-, medium-, and high-paying districts.

As with mean salaries, these schedules vary greatly from district to district, with some districts offering only one salary classification based on educational achievement, while others offer as many as nine. In addition, some districts have as few as 12 anniversary increments, while others have 30 or more. In some cases, additional stipends are provided to doctoral degree holders, department chairmen, and others with special qualifications or responsibilities.

Part-time faculty and full-time faculty with overload assignments

For many years, the community colleges have employed a large number of part-time or temporary faculty, and most districts have also permitted full-time regular and contract faculty to work additional hours or overloads. Display 9 on page 13 shows several comparisons between full-time, part-time, and overload faculty between Fall 1986 and Fall

DISPLAY 2 The Ten Highest California Community College Mean Salaries Among Reporting Districts, Selected Years from Fall 1981 to Fall 1988

| Number of Districts: | Ten Highest Paying Districts Each Year and Number of Reporting Districts | | | | | |
|--|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| | Year: 1981 | 1983 | 1985 | 1986 | 1987 | 1988 |
| Saddleback | \$35,071 | \$37,597 | \$42,083 | \$41,815 | \$46,335 | \$48,413 |
| Contra Costa | 32,813 | | 39,047 | 43,998 | 43,979 | 47,661 |
| Marin ¹ | | | | | 45,013 | 46,753 |
| San Joaquin Delta ¹ | 36,275 | 35,579 | 41,562 | 44,029 | 45,923 | 46,311 |
| Cerritos ¹ | 33,153 | 34,900 | 39,258 | 41,746 | 44,097 | 46,009 |
| West Kern | | 36,786 | 38,975 | 41,934 | 44,201 | 45,916 |
| Foothill/DeAnza | 33,234 | | 41,547 | 41,711 | 43,466 | 45,363 |
| San Mateo | | | | | | 45,323 |
| Rio Hondo | | | | 40,481 | 43,602 | 45,299 |
| Sequoias | 32,116 | 38,750 | | | | 45,074 |
| Southwestern | | | | | 42,764 | |
| Mt. San Antonio | | 34,942 | 38,417 | 40,632 | 42,685 | |
| Long Beach | 33,404 | 34,754 | 39,547 | 42,326 | | |
| Santa Monica | 32,033 | | 39,809 | 41,334 | | |
| San Jose | | 35,053 | | | | |
| Coast | 33,245 | 35,015 | | | | |
| North Orange | 32,070 | | | | | |
| Desert | | | 39,211 | | | |
| El Camino | | 37,110 | | | | |
| Statewide Mean Salary² | \$30,156 | \$32,704 | \$36,203 | \$38,005 | \$40,046 | \$42,035 |

1. Annualized 1988-89 cost-of-living adjustment not included in the mean salary data reported.

2. Weighted by total faculty in each district.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

1988. For example, it shows the number of full-time faculty with and without overload assignments compared to the number of part-time faculty. It also shows workload in terms of weekly faculty contact hours (WFCH) -- the actual number of hours faculty spend in classrooms. Comparing these two, it can be seen that, while part-time faculty outnumber full-time faculty by almost two-to-one, they teach only 35.3 percent of these contact hours. Regular and contract faculty teach 58.2 percent on regular assignments, with those teaching overloads accounting for the remaining 6.5 percent. Regular

and contract faculty on regular assignments average 16.9 weekly faculty contact hours in 1988-89, while part-time faculty average 5.4 hours, and those teaching any overload average 4.7 additional hours. About 40.3 percent of full-time regular and contract faculty members teach some overload. All of these averages have been relatively constant for the three-year period shown in Display 9.

Compensation comparisons between full-time and part-time faculty are difficult, since full-time faculty have responsibilities other than classroom teaching, while part-time faculty generally do not. Full-

DISPLAY 3 The Ten Lowest California Community College Mean Salaries Among Reporting Districts, Selected Years from Fall 1981 to Fall 1988

| Number of Districts: | Ten Lowest Paying Districts Each Year and Number of Reporting Districts | | | | | |
|------------------------------------|---|----------|----------|----------|----------|----------|
| | Year: 1981 | 1983 | 1985 | 1986 | 1987 | 1988 |
| 69 | 70 | 70 | 69 | 68 | 69 | 69 |
| Imperial ¹ | | | \$30,900 | \$32,090 | \$32,642 | \$35,233 |
| Compton ¹ | 25,809 | 29,091 | 30,632 | 30,929 | 34,475 | 35,268 |
| Cabrillo ¹ | | 28,631 | 32,264 | 32,960 | 33,768 | 35,286 |
| Napa ¹ | | 28,245 | 31,442 | 33,099 | 33,581 | 35,453 |
| Palo Verde ¹ | 25,369 | | 30,930 | | 34,505 | 35,731 |
| Siskiyou ¹ | | 28,326 | | | 34,843 | 36,524 |
| Mendocino | | | | | 36,460 | 36,791 |
| Peralta | 26,060 | 29,213 | | | 36,275 | 37,432 |
| Mount San Jacinto ¹ | | | | | | 37,699 |
| Lake Tahoe ¹ | | 28,429 | | | | 38,125 |
| San Diego ^{1,2} | \$22,707 | | | | | |
| West Hills | | | | | 36,346 | |
| Lassen | 27,416 | 29,098 | 32,308 | 32,856 | | |
| Allan Hancock | 27,469 | 28,401 | | 33,962 | | |
| Victor Valley | | | 31,967 | 34,061 | | |
| Monterey Peninsula | | | | 34,385 | | |
| Santa Barbara | | | | 34,794 | | |
| Gavilan | 26,555 | | 32,234 | | | |
| Antelope Valley | 26,440 | 29,185 | 32,341 | | | |
| San Francisco ^{1,3} | 27,480 | | | | | |
| Barstow | 26,476 | | | | | |
| Statewide Mean Salary ² | \$30,156 | \$32,704 | \$36,203 | \$38,005 | \$40,046 | \$42,035 |

1. Annualized 1988-89 cost-of-living adjustment not included in the mean salary data reported.

2. Weighted by total faculty in each district.

3. Regular and centers programs combined.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

time faculty spend time in counseling, advising, committee work, office hours, and community service. Preparation for classroom teaching, however, necessarily occupies a considerable amount of time for both full-time and part-time faculty. The exact proportion of total workload devoted to activities not directly related to classroom teaching is not known, but an assumption used recently by the Chancellor's Office (1987, p. 7) is that three-fourths

is instructionally related (teaching and preparation) with the remaining one-fourth devoted to other campus activities. With this factor, although not a precise measure, it is possible to present a general comparison.

The Chancellor's Office publishes hourly rates for part-time faculty and full-time faculty with overload assignments, and these systemwide data are

DISPLAY 4 Analysis of the Mean Salaries Paid by the Highest and Lowest Paying Community College Districts, Selected Years from Fall 1981 to Fall 1988

| Item | Fall 1981 | Fall 1983 | Fall 1985 | Fall 1986 | Fall 1987 | Fall 1988 |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| Mean Salaries: | | | | | | |
| Ten Highest Paying Districts | | | | | | |
| Weighted ¹ | \$33,213 | \$35,748 | \$40,059 | \$42,144 | \$44,137 | \$46,304 |
| Unweighted | 33,341 | 36,059 | 39,946 | 42,001 | 44,207 | 46,212 |
| Ten Lowest Paying Districts | | | | | | |
| Weighted ¹ | \$26,675 | \$28,563 | \$31,547 | \$32,515 | \$34,454 | \$36,399 |
| Unweighted | 26,563 | 28,645 | 31,619 | 32,422 | 34,600 | 36,354 |
| Percent By Which The Ten Highest Paying Districts Exceed The Ten Lowest Paying Districts (Weighted Means): | | | | | | |
| | 24.5% | 25.2% | 27.0% | 29.6% | 28.1% | 27.3% |
| Systemwide Mean Salary (69 Districts)¹ | | | | | | |
| | \$30,156 | \$32,704 | \$36,203 | \$38,005 | \$40,046 | \$42,035 |
| Number of Regular Faculty: | | | | | | |
| Ten Highest Paying Districts | 3,354 | 2,572 | 2,044 | 2,182 | 2,022 | 2,121 |
| Ten Lowest Paying Districts | 2,595 | 1,891 | 974 | 1,341 | 1,205 | 833 |
| Percent Higher Paying Districts Exceed Lower Paying Districts (Total Faculty) | | | | | | |
| | 29.2% | 36.0% | 109.9% | 62.7% | 67.8% | 154.6% |

1. Weighted by total full-time faculty in each reporting district.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

also shown in Item 5 in Display 9, which indicates that overload faculty are currently paid about 17 percent more than part-time faculty.

Items 7 and 8 in Display 9 compare the estimate of compensation per weekly faculty contact hour for full-time faculty with the actual data reported for part-time and overload faculty. Also on a system-wide basis, these comparisons show full-time faculty in 1988-89 earning nearly twice as much (88.0 percent) per weekly faculty contact hour in salary as part-time faculty, and 60.6 percent more than the amount paid for overload assignments. If fringe benefits are added, these percentages would be even higher.

Summary of the data

In the current year, regular and contract faculty for which complete data exist earned an average salary of \$42,035, -- an amount that is probably understated by 2 to 3 percent, since only 40 districts submitted complete data in time for inclusion in the Chancellor's Office report. Eighteen other districts reported the percentage amount of the cost-of-living adjustment (COLA) but could not include the increase in their mean salary figures. Eleven districts were still in the process of negotiating current-year increases and thus could not report a cost-

DISPLAY 5 Annualized Cost-of-Living Adjustments Granted to Regular and Contract California Community College Faculty, By District, 1986-87 to 1988-89

| District | Number of Full-Time Faculty 1988-89 | Cost-of-Living Adjustments, 1986-87 | Cost-of-Living Adjustments, 1987-88 | Cost-of-Living Adjustments, 1988-89 |
|---------------------------|--|--|--|--|
| Allan Hancock | 94 | 6.00% | 5.00% | 4.07% |
| Antelope Valley | 82 | 4.30 | 5.10 | 2.62 |
| Barstow | 24 | 5.50 | * | * |
| Butte | 104 | 5.82 | 6.65 | 5.23 |
| Cabrillo | 157 | 4.00 | 4.00 | * |
| Cerritos | 210 | 5.77 | 5.20 | 5.70 |
| Chaffey | 138 | 3.14 | 6.00 | 5.00 |
| Citrus | 112 | 5.50 | 4.50 | 4.00 |
| Coast | 524 | 0.00 | 2.00 | 7.01 |
| Compton | 69 | 6.50 | 7.00 | * |
| Contra Costa | 376 | 5.00 | 4.00 | 4.70 |
| Desert (Coachella Valley) | 99 | 5.00 | 5.50 | 6.50 |
| El Camino | 270 | 5.00 | 5.00 | 5.00 |
| Feather River | N/A | N/A | N/A | N/A |
| Foothill | 340 | 6.50 | 5.00 | 5.00 |
| Fremont-Newark | 89 | 6.00 | 4.00 | 4.70 |
| Gavilan | 50 | 6.50 | 5.25 | 5.00 |
| Glendale | 146 | 5.00 | 3.00 | 8.00 |
| Grossmont | 215 | 6.00 | 6.50 | 6.00 |
| Hartnell | 77 | 6.00 | 1.80 | 4.00 |
| Imperial | 71 | 0.00 | 9.00 | 9.00 |
| Kern | 265 | 2.00 | 3.42 | 5.00 |
| Lake Tahoe | 16 | 0.00 | 7.00 | * |
| Lassen | N/A | 0.00 | 3.40 | 5.00 |
| Long Beach | 245 | 6.50 | 4.00 | 4.35 |
| Los Angeles | 1,619 | 0.00 | 7.00 | 6.00 |
| Los Rios | 572 | 1.34 | 9.58 | * |
| Marin | 134 | 15.10 | 3.50 | 6.10 |
| Mendocino | 36 | 5.70 | 2.95 | 6.20 |
| Merced | 87 | 4.00 | 6.00 | 6.20 |
| MiraCosta | 69 | 5.50 | 4.00 | 4.91 |
| Monterey Peninsula | 94 | 6.65 | 5.00 | 5.40 |
| Mt. San Antonio | 249 | 5.00 | 4.25 | 5.00 |
| Mt. San Jacinto | 40 | 6.02 | 6.26 | 5.25 |
| Napa | 89 | 2.13 | 2.38 | * |
| North Orange | 435 | 7.00 | 6.00 | 1.00 |
| Palo Verde | 12 | 3.50 | 4.50 | 4.32 |
| Palomar | 213 | 6.44 | 5.00 | * |
| Pasadena Area | 284 | 6.00 | 6.00 | 6.12 |
| Peralta | 302 | 7.00 | 0.00 | 3.00 |

(continued)

| DISPLAY 5, continued | Number of Full-Time Faculty 1988-89 | Cost-of-Living Adjustments, 1986-87 | Cost-of-Living Adjustments, 1987-88 | Cost-of-Living Adjustments, 1988-89 |
|---|--|--|--|--|
| Rancho Santiago | 260 | 6.01% | 4.28% | 2.40% |
| Redwoods | 82 | 5.30 | 4.80 | 4.72 |
| Rio Hondo | 158 | 5.00 | 3.40 | 4.70 |
| Riverside | 172 | 6.50 | 4.00 | * |
| Saddleback | 219 | 4.00 | 4.64 | 6.70 |
| San Bernardino | 175 | 8.00 | 3.40 | * |
| San Diego | 377 | 6.00 | 8.00 | 7.00 |
| San Diego Adult | 80 | N/A | 8.00 | 7.00 |
| San Francisco Centers | 239 | N/A | 0.00 | 7.00 |
| San Francisco | 376 | 6.50 | 0.00 | 7.00 |
| San Joaquin Delta | 203 | 6.45 | 5.50 | 4.90 |
| San Jose | 188 | 5.00 | 4.75 | 4.75 |
| San Luis Obispo | 72 | 4.59 | 6.58 | 6.70 |
| San Mateo | 336 | 4.00 | 5.00 | 6.00 |
| Santa Barbara | 154 | 9.00 | 3.40 | 5.74 |
| Santa Clarita | 55 | 7.00 | 5.00 | 6.70 |
| Santa Monica | 199 | 5.00 | 6.00 | 6.00 |
| Sequoias | 127 | 4.50 | 5.20 | 5.30 |
| Shasta-Tehama-Trinity | 112 | 8.00 | 3.00 | 3.50 |
| Sierra | 108 | 6.14 | 4.00 | 4.00 |
| Siskiyou | 41 | 5.00 | 0.00 | 5.00 |
| Solano County | 121 | 6.00 | 3.00 | * |
| Sonoma County | 217 | 4.00 | 5.25 | 6.00 |
| South County | 189 | 5.50 | 4.00 | 4.50 |
| Southwestern | 172 | 8.00 | 7.00 | 5.00 |
| State Center | 274 | 5.00 | 5.00 | 6.75 |
| Ventura County | 257 | 4.00 | 6.00 | 7.00 |
| Victor Valley | 60 | * | 5.00 | 5.00 |
| West Hills | 43 | 5.00 | 5.20 | 5.30 |
| West Kern | 18 | 5.06 | 2.10 | 5.00 |
| West Valley | 238 | 5.00 | 6.00 | 5.05 |
| Yosemite | 192 | 8.00 | 3.40 | 4.80 |
| Yuba | 92 | 3.10 | 6.00 | 5.75 |
| Number of Districts Reporting | -- | 68 | 69 | |
| Total/Mean -- Excluding San Diego Evening and San Francisco Centers | 13,614 ¹ | 4.58% | 4.91% | 4.67% |
| Total/Mean -- including San Diego Evening and San Francisco Centers | 13,295 ¹ | 4.54% | 5.03% | 4.79% |

1. Feather River and Lassen Community College Districts did not report data to the Chancellor's Office in time for this report.

* District was still in salary negotiations at the time of the Chancellor's Office deadline for submitting data.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

DISPLAY 6 Peralta Community College District Faculty Salary Schedule, 1988-89

| Step | A | B | C | D | E |
|------|----------|----------|----------|----------|----------|
| 1 | \$19,562 | \$21,065 | \$22,565 | \$24,095 | \$25,599 |
| 2 | 20,750 | 22,254 | 23,786 | 25,285 | 26,790 |
| 3 | 21,970 | 23,472 | 24,975 | 26,448 | 27,968 |
| 4 | 23,162 | 24,666 | 26,167 | 27,716 | 29,154 |
| 5 | 24,353 | 25,855 | 27,388 | 28,849 | 30,308 |
| 6 | 25,572 | 27,077 | 28,545 | 30,005 | 31,464 |
| 7 | 26,764 | 28,241 | 29,702 | 31,162 | 32,652 |
| 8 | 27,938 | 29,401 | 30,886 | 32,346 | 33,810 |
| 9 | 29,124 | 30,581 | 32,042 | 33,508 | 34,960 |
| 10 | 30,278 | 31,740 | 33,200 | 34,665 | 36,151 |
| 11 | | | 34,363 | 35,850 | 37,311 |
| 12 | | | 34,475 | 37,007 | 38,466 |
| 13 | | | 34,587 | 37,119 | 38,579 |
| 14 | | | | 37,231 | 38,691 |
| 15 | | | | 37,344 | 38,803 |
| 16 | | | | 37,456 | 38,915 |
| 17 | | | | | 39,028 |
| 18 | | | | | 39,140 |

Source: Staff Data File, California Community Colleges Chancellor's Office.

DISPLAY 7 Sonoma County Junior College District Faculty Salary Schedule, 1988-89

| Step | Class I BA | Class II BA + 30 | Class III MA | Class IV MA +20 units or BA +55 units with MA | Class V MA +40 units or BA +75 units with MA | Class VI Doctorate |
|------|---------------|---------------------|-----------------|--|---|-----------------------|
| 1 | \$24,650 | \$25,175 | \$26,750 | \$28,713 | \$30,875 | \$31,575 |
| 2 | 25,975 | 26,515 | 28,135 | 30,168 | 32,200 | 33,100 |
| 3 | 27,300 | 27,855 | 29,520 | 31,623 | 33,725 | 34,625 |
| 4 | 28,625 | 29,195 | 30,905 | 33,078 | 35,250 | 36,150 |
| 5 | 29,950 | 30,535 | 32,290 | 34,533 | 36,775 | 37,675 |
| 6 | 31,275 | 31,875 | 33,675 | 35,988 | 38,300 | 39,200 |
| 7 | 32,600 | 33,215 | 35,060 | 37,443 | 39,825 | 40,725 |
| 8 | 33,925 | 34,555 | 36,445 | 38,898 | 41,350 | 42,250 |
| 9 | 35,250 | 35,895 | 37,830 | 40,353 | 42,875 | 43,775 |
| 10 | 36,575 | 37,235 | 39,215 | 41,808 | 44,400 | 45,300 |
| 11 | | | 40,600 | 43,263 | 45,925 | 46,825 |
| 12 | | | 41,985 | 44,718 | 47,450 | 48,350 |

Source: Staff Data File, California Community Colleges Chancellor's Office.

DISPLAY 8 Saddleback Community College District Certificated Salary Schedule, 1988-89

| Step | I | II | III | IV | V |
|------|----------|----------|----------|----------|----------|
| 1 | \$23,602 | \$25,318 | \$27,144 | \$28,859 | \$30,631 |
| 2 | 24,856 | 26,572 | 28,400 | 30,117 | 31,891 |
| 3 | 26,002 | 27,775 | 29,545 | 31,317 | 33,033 |
| 4 | 27,144 | 28,859 | 30,631 | 32,404 | 34,232 |
| 5 | 28,400 | 30,117 | 31,891 | 33,660 | 35,430 |
| 6 | 29,545 | 31,317 | 33,033 | 34,917 | 36,633 |
| 7 | 30,631 | 32,404 | 34,232 | 36,064 | 37,721 |
| 8 | 31,891 | 33,660 | 35,430 | 37,150 | 38,977 |
| 9 | 33,033 | 34,917 | 36,633 | 38,405 | 40,178 |
| 10 | 34,232 | 36,064 | 37,721 | 39,546 | 41,318 |
| 11 | | 37,150 | 38,977 | 40,691 | 42,518 |
| 12 | | 38,405 | 40,178 | 41,348 | 43,663 |
| 13 | | 39,546 | 41,318 | 43,093 | 44,806 |
| 14 | | 40,691 | 42,518 | 44,293 | 46,066 |
| 15 | | 41,948 | 43,663 | 45,489 | 47,264 |
| 16 | | | 44,806 | 46,637 | 48,352 |
| 17 | | | 46,066 | 47,836 | 49,610 |
| 18 | | | 47,264 | 49,037 | 50,809 |
| 19 | | | 48,352 | 50,179 | 51,951 |
| 20 | | | 49,610 | 51,324 | 53,150 |
| 21* | | | | 52,498 | 54,324 |
| 22* | | | | 53,672 | 55,498 |
| 23* | | | | 54,846 | 56,672 |
| 24* | | | | 56,020 | 57,846 |
| 25* | | | | 57,194 | 59,020 |

*Anniversary increment of \$1,174/year.

Source: Staff Data File, California Community Colleges Chancellor's Office

of-living adjustment figure. The two remaining districts -- Feather River and Lassen -- reported no information. Most of the 16 districts reporting no cost-of-living adjustment are likely to approve some increase in salary for all faculty.

For the 58 districts that did report cost-of-living adjustment data, the average increase for 1988-89 was 4.79 percent, once off-schedule adjustments are included. This compares to a comparable figure of about 5.03 percent in 1987-88. Part-time faculty continue to be paid about half the amount paid to full-time faculty on a per-contact-hour basis, and

the difference between them has increased slightly over the past three years. The number of part-time faculty employed has increased by 9.4 percent since 1986 -- from 23,795 to 26,031. The relative share of contact hours taught by full-time faculty has declined slightly, while the share taught by part-time faculty has increased slightly, and full-time faculty teaching overloads has not changed appreciably over the three-year period surveyed in this report.

The lack of complete mean salary data continues to be a problem with the Chancellor's Office Staff Data File, one that is probably unsolvable given the

DISPLAY 9 Analysis of the Mean Dollars per Weekly Faculty Contact Hour (WFCH) Paid to Full-Time Faculty, Part-Time Faculty, and Full-Time Faculty Teaching Overload Assignments in the California Community Colleges, Fall 1986 to Fall 1988

| Item | Fall 1986 | Fall 1987 | Fall 1988 |
|---|-----------|-----------|-----------|
| 1. Number of Faculty Members | | | |
| Full-Time Faculty ¹ | 8,632 | 8,132 | 8,124 |
| Part-Time Faculty | 23,795 | 25,056 | 26,031 |
| Overload Faculty | 5,101 | 5,349 | 5,490 |
| 2. Total WFCH Taught | | | |
| Full-Time Faculty | 235,462 | 230,330 | 229,829 |
| Part-Time Faculty | 129,659 | 133,459 | 139,484 |
| Overload Faculty | 23,764 | 24,951 | 25,877 |
| 3. Percentage Distribution of WFCH Taught | | | |
| Full-Time Faculty | 60.5% | 59.3% | 58.2% |
| Part-Time Faculty | 33.3 | 34.3 | 35.3 |
| Overload Faculty | 6.1 | 6.4 | 6.5 |
| 4. Mean WFCH Taught | | | |
| Full-Time Faculty ² | 17.1 | 17.1 | 16.9 |
| Part-Time Faculty | 5.4 | 5.3 | 5.4 |
| Overload Faculty | 4.7 | 4.7 | 4.7 |
| 5. Mean Dollars Paid per WFCH | | | |
| Part-Time Faculty | \$25.50 | \$26.77 | \$28.38 |
| Overload Faculty | 30.34 | 31.36 | 33.22 |
| 6. Compensation of Overload Faculty as a Percentage of Part-Time Faculty | 119.0% | 117.1% | 117.1% |
| 7. Mean Dollars Paid to Contract and Regular Faculty per WFCH, Assuming No Overload Assignments³ | | | |
| Unadjusted | \$63.33 | \$66.97 | \$71.14 |
| Adjusted ⁴ | 47.50 | 50.23 | 53.36 |
| 8. Compensation of Full-Time Faculty (Adjusted in Item 7) as a Percentage of Part-Time and Overload Faculty per WFCH | | | |
| Part-Time Faculty | 186.3% | 187.6% | 188.0% |
| Overload Faculty | 156.6 | 160.2 | 160.6 |

1. No overload.
2. Full-time faculty teaching regular assignments only.
3. Based on a 35-week year.
4. Dollar amount reduced by 25 percent to reflect additional responsibilities of regular and contract faculty such as counseling, advising, committee work, office hours, and community service.

Source: Derived from the Staff Data File, California Community Colleges Chancellor's Office.

length of many collective bargaining negotiations and the early spring deadline for the Chancellor's Office report. For this reason, the data appearing in this chapter should be viewed with caution.

Implications of the data

A major challenge facing the California Community Colleges through the year 2000 will be the recruitment of a large number of new faculty. Current Chancellor Office estimates suggest that some 18,000 new hires will be needed during the next 15 years in response to anticipated enrollment growth and to replace those who will leave the system through retirement or normal attrition (at present, the average age of full-time community college faculty members is about 49 years). The number of part-time faculty members, and their proper role in community college staffing, will also present a key issue regarding faculty quality during this time.

The data on community college faculty compensation presented in this section of the report reveal several conditions with major implications for the future:

- The salary disparity between districts may have adverse implications for current and future quality. These differences, like many others related to local control in a statewide financing system, create tensions that the current funding system appears unable to address.
- The use of part-time faculty is a second issue of concern. The number of these faculty has increased by over 9 percent in the last three years, and they continue to represent a major part of campus teaching loads. This increase may be inconsistent with the provisions of AB 1725, as noted below.

dial or basic courses; to fill positions when tenured or tenure-track faculty are not available; and to meet the need for special or unique expertise. In addition, today's community college students are older, more frequently part-time, and often employed full-time. Many institutions have responded to these students by developing extensive evening class schedules and hiring part-time faculty to teach them.

There is general agreement that the Community Colleges need temporary faculty in order to respond to these staffing challenges and to provide certain courses that require special expertise. Yet the college administrators may have become increasingly dependent upon the use of part-time faculty not only to meet the special needs of students but also as a means of balancing their budgets.

In 1988, the Legislature adopted AB 1725, part of which requires the community colleges to employ by 1992 no more than 25 percent of its faculty on a part-time basis. In the past, temporary appointments may have been justified by budget limitations. The well-known "freeway flyer" -- the part-time faculty person who often commutes dozens of miles between campuses or even districts -- receives no fringe benefits and is compensated with only about half the salary of full-time faculty members.

However, the overuse of part-time faculty may be detrimental to the quality of community college instruction, and thus this use may not be desirable. Some faculty who will retire in the coming years will undoubtedly be replaced by part-time faculty because of deficiencies in the pool of qualified full-time faculty or to save on costs. The result may be a reduction of tenured faculty that in turn will have a consequent impact on the curricular responsibilities of the remaining tenured faculty, since part-time faculty are not normally required to carry out those responsibilities.

Uses of part-time faculty and AB 1725

Colleges make temporary faculty appointments for a variety of reasons: to fill definable needs within a department, such as the replacement of regular faculty who have other assignments either on or off campus; to replace retired faculty; to fill full-time positions because of the lack of qualified applicants; to perform specialized functions such as teach remedial or basic courses; to fill positions when tenured or tenure-track faculty are not available; and to meet the need for special or unique expertise. In addition, today's community college students are older, more frequently part-time, and often employed full-time. Many institutions have responded to these students by developing extensive evening class schedules and hiring part-time faculty to teach them.

The implications of part-time faculty compensation, and the adequacy of current State policies regarding the use of part-time faculty at the community colleges, warrant further study. Later this year, the Commission will review through an exploratory study the use of part-time faculty at all three public segments and will discuss the implications regarding this issue.

Selected Administrators' Salaries in Universities

Introduction

During the 1981 Legislative Session, the Budget Conference Committee adopted the following Supplemental Language to the Budget Bill:

It is the intent of the Legislature that the California Postsecondary Education Commission include in its annual report on faculty salaries and fringe benefits comparative information on salaries of administrators within the University of California and the California State University.

Since 1981-82, the University and the State University have collected data from their comparison institutions and forwarded them to the Commission for analysis. The Commission has then included them in its report, together with additional data from the College and University Personnel Association (CUPA). In this way, it has become possible to present a comparison between California's public institutions and those in the rest of the nation for a representative sample of administrative positions.

For several years, there was a lack of consensus as to which positions should be surveyed, which comparisons were valid, and which comparison institutions would provide the most useful data. Initially in 1981-82, a list of 25 administrative titles was selected from the list of 130 position descriptions developed by CUPA, and this number was reduced to as few as 15 in 1983-84. In 1986, the Commission's Advisory Committee on the Faculty Salary Methodology discussed the issue of administrators' salaries and compiled a list that should remain constant for the foreseeable future. That list includes 18 campus-based positions at both the University of California and the California State University, plus 12 and 10 positions from the respective central offices. It was also agreed that the same group of comparison institutions used for faculty analyses should be used for administrators, but only for the campus-based positions. Central office salaries are

to be reported, but without comparison to other systems across the country.

University of California

Display 10 on page 16 shows the data submitted by the University of California and its comparison institutions for campus-based positions in 1988-89. Central office administrative positions are shown in Display 12 on page 18.

Last year, because of changes in the University's group of comparison institutions, and because of the data reported by those institutions, University administrative salaries trailed comparison group salaries in all 18 position categories. This year, University salaries trailed in 17 positions and exceeded salaries in only one position -- that of dean of agriculture. These campus-based University salaries reflect an annualized adjustment based on a 6.0 percent increase that became effective on June 1, 1989.

Several factors account for the University lags:

- First, University administrator's only received a 6 percent increase effective June 1, 1989 -- reflecting a one month salary increase for the 1988-89 fiscal year. If this 6 percent increase had taken effect on July 1, 1988, University salaries would appear more competitive.
- Second, the University's lag in several position categories may stem from the fact that comparison institutions may not have reported data for all comparative positions. If only high paying campuses report data on a particular position, the average salary reported may be skewed.
- Third, the University has in recent years added staff in various position categories. For example, in 1987-88, the University added three directors of athletics, which had the net effect of lowering the average for this position title. The addition

DISPLAY 10 Annualized Salaries of Campus-Based Administrators at the University of California and Its Eight Comparison Universities, 1988-89

| Administrative Title | University of California Average | Comparison Institution Average | University Exceeds or (Lags) Comparison Group by: |
|---|----------------------------------|--------------------------------|---|
| Chief Executive Officer, Single Institution | \$129,017 | \$157,043 | (21.7)% |
| Chief Academic Officer | 115,938 | 131,356 | (13.3) |
| Chief Business Officer | 102,110 | 116,716 | (14.3) |
| Director, Personnel/Human Resources | 80,462 | 81,750 | (1.6) |
| Chief Budgeting Officer | 78,117 | 87,612 | (12.2) |
| Director, Library Services | 85,775 | 100,204 | (16.8) |
| Director, Computer Center | 76,798 | 96,498 | (25.7) |
| Chief, Physical Plant | 79,622 | 84,467 | (6.1) |
| Director, Campus Security | 64,210 | 65,207 | (1.6) |
| Director, Information Systems | 77,552 | 90,306 | (16.5) |
| Director, Student Financial Aid | 61,321 | 62,983 | (2.7) |
| Director, Athletics | 77,322 | 96,780 | (25.2) |
| Dean of Agriculture | 106,827 | 102,000 | 4.5 |
| Dean of Arts and Sciences | 96,321 | 117,469 | (22.0) |
| Dean of Business | 101,501 | 131,976 | (30.0) |
| Dean of Education | 97,658 | 101,199 | (3.6) |
| Dean of Engineering | 108,111 | 133,933 | (23.9) |
| Dean of Graduate Programs | 98,572 | 105,523 | (7.1) |

Note: Comparison institutions include Massachusetts Institute of Technology, Harvard University, Stanford University, University of Illinois (Urbana), University of Michigan (Ann Arbor), University of Virginia, and the State University of New York (Buffalo).

Source: University of California, Office of the President.

or deletion of staff can adversely affect the average salaries reported.

Display 10, therefore, shows that one University of California campus-based administrative title is paid 4.5 percent more while the remaining 17 categories are paid between 1.6 and 25.7 percent less than their comparison institution counterparts. On the average, chancellors at the University are paid 21.7 percent less than their comparison institution counterparts, although their salaries became more competitive on June 1, 1989.

Displays 12 and 13 show the University's system-wide annualized salaries for 1988-89 and those effective July 1, 1989. These salaries are expected to increase further in January 1990 when additional salary adjustments are anticipated.

The California State University

The California State University surveyed 16 campus-based positions, as shown in Display 11 on page

DISPLAY 11 Administrative Salary Data for the California State University and Its Twenty Comparison Universities, 1988-89*

| Administrative Title | Number of California State University Campuses | California State University Average* | Number of Comparison Institutions | Comparison Institution Average | State University Exceeds or (Lags) Comparison Group by: |
|---|--|--------------------------------------|-----------------------------------|--------------------------------|---|
| Chief Executive Officer, Single Institution (President) | 19 | \$104,513 | 19 | \$124,133 | (18.8%) |
| Chief Academic Officer | 19 | 88,084 | 15 | 102,041 | (15.8) |
| Chief Business Officer | 18 | 85,762 | 15 | 93,176 | (8.6) |
| Director, Personnel/Human Resources | 14 | 57,825 | 17 | 57,903 | (0.1) |
| Director of Libraries | 18 | 69,245 | 19 | 69,021 | (0.3) |
| Director of Computer Center | 14 | 66,711 | 9 | 71,676 | (7.4) |
| Director of Physical Plant | 15 | 60,806 | 18 | 61,549 | (1.2) |
| Director of Campus Security | 18 | 55,347 | 16 | 43,973 | 20.6 |
| Director of Institutional Research | 10 | 63,410 | 13 | 56,082 | 11.6 |
| Director of Student Financial Aid | 19 | 55,698 | 18 | 50,735 | 8.9 |
| Director, Athletics | 17 | 67,177 | 14 | 66,230 | 1.4 |
| Dean of Arts and Sciences | 19 | 74,293 | 16 | 86,388 | (16.3) |
| Dean of Business | 19 | 75,638 | 15 | 93,499 | (23.6) |
| Dean of Education | 19 | 71,423 | 14 | 80,064 | (12.1) |
| Dean of Engineering | 11 | 81,733 | 11 | 94,722 | (15.9) |
| Dean of Graduate Programs | 7 | 72,530 | 14 | 77,551 | (6.9) |

* Does not include 6 percent cost-of-living adjustment as of June 1, 1989.

Note: Comparison institutions include Arizona State University, University of Bridgeport, Bucknell University (Pa.), Cleveland State University, University of Colorado (Denver), Georgia State University, Loyola University (Chicago), Mankato State University, University of Maryland (Baltimore), University of Nevada (Reno), North Carolina State University, Reed College, Rutgers University (Newark), State University of New York (Albany), University of Southern California, University of Texas (Arlington), Tufts University, Virginia Polytechnic Institute and State University, Wayne State University, and University of Wisconsin (Milwaukee).

Source: The California State University, Office of the Chancellor.

17, and nine central office administrators' salaries, as shown in Displays 12 and 13. For the campus-based positions, the State University pays between 0.3 and 20.6 percent more for five position titles, and between 0.1 and 23.6 percent less for 11 position titles. The State University consistently pays substantially more than its comparison universities to its directors of campus security, its directors of institutional research, and its directors of student financial aid, and consistently less to all of its

deans. In the dean category, the greatest divergence is for deans of business (23.6 percent below the comparison group), with the least lag for deans of graduate programs (6.9 percent less). State University campus presidents (\$104,513) are currently paid 6.9 percent less than their comparison institution counterparts.

It should be noted that the salary rate and range figures shown in Display 12 for central-office ad-

DISPLAY 12 Annualized Salaries of Central-Office Administrators at the University of California and the California State University, 1988-89

| Administrative Title and Number of Positions | University of California | Range of Increase Over 1987-88 | Administrative Title and Number of Positions | The California State University ³ | Increase Over 1987-88 ³ |
|--|---|--------------------------------|--|--|------------------------------------|
| President (1) | \$203,591 | 4.0% | Chancellor (1) | \$129,173 | 6.0% |
| Senior Vice Presidents (2) | 132,241 | 6.3 | Executive Vice Chancellor (1) | 112,799 | 6.0 |
| Vice Presidents (3) | 115,167 to 118,592 | 6.2 | Vice Chancellors (4) | 106,168 to 111,209 | 6.0 |
| Associate Vice Presidents (4) | 94,307 ¹ to 109,315 ¹ | 7.6 ² | Deputy Vice Chancellor (1) | 89,063 | 6.0 |
| Assistant Vice-Presidents (10) | 79,170 ¹ to 101,578 ¹ | 4.8 ² | Assistant Vice Chancellors (10) | 73,373 to 89,220 | 6.0 |
| Director of State Governmental Relations (1) | 89,545 ¹ | 6.8 | Director of Governmental Affairs (1) | 94,948 | 6.0 |
| University Auditor (1) | 80,965 | 6.0 | University Auditor (1) | 78,390 | 6.0 |
| General Counsel (1) | 135,567 | 6.5 | | | |
| Treasurer (1) | 155,867 | 5.5 | General Counsel (1) | 111,209 | 6.0 |
| Associate Treasurer (1) | 129,333 | 6.0 | | | |
| Secretary to the Regents (1) | 93,558 | 4.0 | Associate General Counsel (1) | 86,470 | 6.0 |

1. Effective January 1, 1989, a one time addition to salary was made to replace a 3 percent tax-deferred annuity contribution.

2. Average percent increase over 1987-88 salary rates and ranges for the California State University's systemwide positions are as of Spring 1988.

3. Assumes a 6 percent salary increase effective June 1, 1989, and does not reflect any year-end merit increases.

Source: University of California, Office of the President; and the California State University, Office of the Chancellor.

ministrators are annualized for 1988-89, and include an estimated 6.0 percent salary increase that was provided on June 1, 1989. Campus administrative salary data, however, are annual averages that do not reflect the estimated 6.0 percent salary increase that was provided on June 1, 1989. State

University systemwide estimated annualized salaries effective July 1, 1989 are shown in Display 13. Like those of the University of California, these salaries are expected to increase further in January 1990 when additional salary adjustments are anticipated.

DISPLAY 13 Estimated Annualized Salaries of Central-Office Administrators at the University of California and the California State University, effective July 1, 1989*

| Administrative Title and Number of Positions | University of California | Administrative Title and Number of Positions | The California State University |
|---|-----------------------------|---|------------------------------------|
| President (1) | \$ 214,500 | Chancellor (1) | \$136,242 |
| Senior Vice Presidents (2) | 139,300 | Executive Vice Chancellor (1) | 118,972 |
| Vice Presidents (3) | 121,400 to 125,100 | Vice Chancellors (4) | 111,978 to 117,295 |
| Associate Vice Presidents (4) | 101,558** to 120,098** | Deputy Vice Chancellor (1) | 93,937 |
| Assistant Vice-Presidents (10) | 84,666** to 109,386** | Assistant Vice Chancellors (10) | 77,388 to 94,103 |
| Director of State Govern- mental Relations (1) | 97,541** | Director of Governmental Affairs (1) | 100,145 |
| University Auditor (1) | 86,520** | University Auditor (1) | 82,680 |
| General Counsel (1) | 142,900 | | |
| Treasurer (1) | 164,300 | General Counsel (1) | 117,295 |
| Associate Treasurer (1) | 136,300 | | |
| Secretary to the Regents (1) | 98,600 | Associate General Counsel (1) | 91,202 |

* An additional salary increase for these positions of about 4 percent is anticipated for January 1, 1990.

** Effective January 1, 1989, a one-time addition to salary was made to replace a 3 percent tax-deferred annuity contribution.

Source: University of California, Office of the President; and the California State University, Office of the Chancellor.

Medical School Faculty Salaries at the University of California

DURING the 1978 Legislative Session, the Budget Conference Committee adopted the following Supplemental Language to the Budget Bill:

The University of California shall report to the California Postsecondary Education Commission annually on (1) its full-time clinical faculty salaries and those of its comparison institutions (including a description of the type of compensation plans utilized by each UC school and each comparison institution), and (2) the number of compensation plan exceptions in effect at each UC school.

In 1979, the University selected eight comparison institutions -- Stanford; the State University of New York's Upstate Medical School; the University of Illinois (Chicago), Michigan (Ann Arbor), Texas (Houston), and Wisconsin (Madison); and Yale -- five of which were also on the comparison list for regular faculty -- and also explained the procedures used to compensate faculty physicians (Appendix B). Subsequently, due to data collection problems, SUNY's Upstate Medical School was replaced by that of the University of North Carolina's at Chapel Hill.

In 1985, the Commission's Advisory Committee on the Faculty Salary Methodology, which includes representatives from the Department of Finance, the Office of the Legislative Analyst, the segments, and the Commission, agreed that while the medical faculty salary report was useful to complete the picture of faculty salaries generally, there was little need to provide it on an annual basis. This conclusion stemmed from the dual facts that University physicians are paid by the State on the same schedule as regular 11-month faculty on the general campuses, and that previous reports had not resulted in any changes in fiscal or programmatic policy at the medical schools. Accordingly, the advisory committee, and subsequently the Commission, agreed to biennial submissions of the salary data.

Since the first report was published by the Commis-

sion in 1979, salary data have been included for general medicine, surgery, and pediatrics that, taken together, have been used to represent all medical disciplines. In addition, the University has provided an overview of the various clinical compensation plans employed by its comparison group, as well as its own procedures for compensating medical faculty.

Displays 14, 15, and 16 on pages 22 and 23 show 1988-89 University of California and comparison institution data in the three specialties -- general medicine, surgery, and pediatrics. These data indicate that University medical faculty exceed the mean compensation at their comparison institutions by between 3.6 percent and 12.7 percent in five of the nine categories shown, and trail the average compensation of their comparison group by between 3.3 percent and 14.9 percent in the remaining four categories.

The University's medical faculty ranks fourth, eighth, and fifth at the professor, associate professor and assistant professor ranks, respectively, in general medicine; third, seventh, and sixth in surgery; and third, second, and second in pediatrics. In recent years, there has been a slight decline overall in the University's relative position ranking when compared to its comparison group, due primarily to delayed annual cost-of-living increases. Full-professor medical faculty in all three specialties surveyed exceed the comparison institution mean salary; however, at the lower ranks of associate professor and assistant professor, University faculty trail their comparison institution counterparts in both general medicine and surgery. Only in pediatrics does the University exceed the comparison group's average salary at each ladder rank, although this specialty remains the lowest paying on the average of all medical specialties. The University's position for each rank and specialty in six of the past eight years is shown in Display 17 on page 23.

**DISPLAY 14 University of California Medical School Faculty Salary Survey, 1988-89
(General Medicine)**

| Institution Code | Rank | Professor | Rank | Associate Professor | Rank | Assistant Professor |
|---|----------|------------------|----------|---------------------|----------|---------------------|
| D | 1 | \$144,737 | 1 | \$126,570 | 1 | \$93,931 |
| B | 2 | 143,777 | 2 | 98,375 | 2 | 70,475 |
| F | 3 | 127,000 | 5 | 94,000 | 3 | 75,000 |
| University of California | 4 | 126,625 | 8 | 90,107 | 5 | 72,166 |
| E | 5 | 112,240 | 6 | 93,433 | 8 | 65,714 |
| A | 6 | 111,667 | 7 | 91,333 | 7 | 66,942 |
| C | 7 | 111,250 | 3 | 95,734 | 2 | 75,464 |
| G | 8 | 105,010 | 4 | 94,583 | 4 | 74,835 |
| Comparison Institution Mean Salary¹ | | \$122,240 | | \$99,147 | | \$74,623 |
| Standard Deviation | | \$14,313 | | \$11,050 | | \$8,174 |

Percentage by which UC exceeds or (lags) comparison institution mean salary

3.6% (9.2%) (3.3%)

1. Equal weight to each comparison institution.

Source: University of California, Office of the President.

DISPLAY 15 University of California Medical School Faculty Salary Survey, 1988-89 (All Faculty)

| Institution Code | Rank | Professor | Rank | Associate Professor | Rank | Assistant Professor |
|---|----------|------------------|----------|---------------------|----------|---------------------|
| D | 1 | \$249,373 | 2 | \$176,935 | 2 | \$133,100 |
| C | 2 | 218,500 | 1 | 233,000 | 1 | 168,750 |
| University of California | 3 | 209,780 | 7 | 143,051 | 6 | 104,740 |
| F | 4 | 202,000 | 4 | 172,000 | 3 | 132,000 |
| A | 5 | 201,250 | 3 | 175,500 | 4 | 125,001 |
| B | 6 | 177,077 | 6 | 147,666 | 5 | 109,000 |
| G | 7 | 175,551 | 8 | 114,102 | 8 | 95,648 |
| E | 8 | 167,425 | 5 | 157,856 | 7 | 95,899 |
| Comparison Institution Mean Salary¹ | | \$198,739 | | \$168,151 | | \$122,771 |
| Standard Deviation | | \$25,163 | | \$32,308 | | \$23,029 |

Percentage by which UC exceeds or (lags) comparison institution mean salary

5.6% (-14.9%) (-14.7%)

1. Equal weight to each comparison institution.

Source: University of California, Office of the President.

DISPLAY 16 University of California Medical School Faculty Salary Survey, 1988-89 (Pediatrics)

| Institution Code | Rank | Professor | Rank | Associate Professor | Rank | Assistant Professor |
|--|----------|------------------|----------|---------------------|----------|---------------------|
| B | 1 | \$127,000 | 1 | \$98,600 | 5 | \$68,111 |
| F | 2 | 121,000 | 4 | 86,000 | 1 | 76,000 |
| University of California | 3 | 120,498 | 2 | 91,485 | 2 | 75,773 |
| D | 4 | 112,552 | 3 | 88,118 | 3 | 72,287 |
| E | 5 | 109,468 | 7 | 82,318 | 7 | 61,620 |
| A | 6 | 103,300 | 6 | 82,636 | 4 | 70,000 |
| C | 7 | 96,889 | 5 | 83,800 | 6 | 63,222 |
| G | 8 | 91,977 | 8 | 88,888 | 8 | 59,435 |
| Comparison Institution Mean Salary¹ | | \$108,884 | | \$84,337 | | \$67,239 |
| Standard Deviation | | \$11,553 | | \$7,991 | | \$5,947 |
| Percentage by which UC exceeds comparison institution mean salary | | 10.7% | | 8.5% | | 12.7% |

1. Equal weight to each comparison institution.

Source: University of California, Office of the President.

DISPLAY 17 Ranking of University of California Medical Faculty Compensation in Relation to the Amounts Paid at its Comparison Institutions, Selected Years from 1980-81 to 1988-89

| Specialty and Academic Rank | Position in Relation to the Eight Comparison Institutions | | | | | |
|-----------------------------|---|---------|---------|---------|---------|---------|
| | 1980-81 | 1981-82 | 1982-83 | 1984-85 | 1986-87 | 1988-89 |
| General Medicine | | | | | | |
| Professor | 3 | 3 | 4 | 4 | 4 | 4 |
| Associate Professor | 4 | 4 | 6 | 4 | 2 | 8 |
| Assistant Professor | 2 | 4 | 4 | 3 | 2 | 5 |
| Surgery | | | | | | |
| Professor | 3 | 2 | 4 | 3 | 3 | 3 |
| Associate Professor | 3 | 4 | 5 | 6 | 5 | 7 |
| Assistant Professor | 5 | 5 | 4 | 6 | 3 | 6 |
| Pediatrics | | | | | | |
| Professor | 1 | 2 | 3 | 3 | 2 | 3 |
| Associate Professor | 2 | 2 | 4 | 3 | 2 | 2 |
| Assistant Professor | 4 | 3 | 6 | 5 | 1 | 2 |

Source: University of California, Office of the President.

Appendix A

August 9, 1979

Jerry Hayward
Director of Legislative and Public Affairs
California Community Colleges
1238 S Street
Sacramento, CA 95814

Dear Jerry:

As you know, the Legislature took several actions during the current session concerning the reporting of salary data. The first of these emanated from the Legislative Analyst's report and requires the Commission to include the Community Colleges in our annual reports on University of California and California State University and Colleges faculty salaries. The second action appropriated \$15,000 to the Chancellor's Office for the purpose of collecting salary data for the 1978-79 and 1979-80 fiscal years. The latter action, however, did not specify the type of information to be collected.

It is my understanding that you discussed this subject with Bill Storey and agreed that we should develop a detailed list of the information we will require for our report. After that, I presume you will contact us if there are any questions or ambiguities.

Our questions fall into three categories: (1) full-time faculty, (2) part-time faculty, and (3) administrators. For each of these, we will need the following:

Full-time faculty

1. A listing of all salary classifications (e.g. BA + 30, MA, etc.) for each Community College District.
2. The actual salary at each step of each classification.
3. The number of faculty at each step of each classification.
4. The amounts of any bonuses that are granted to faculty, the number of faculty receiving them, the total salary of every faculty member receiving a bonus, and the reason for granting the bonus.
5. The percentage increase in salary granted (i.e. the range adjustment) for the fiscal year covered by the report.
6. The total number of full-time faculty in each district.
7. The mean salary received by those full-time faculty.
8. The total dollar amount paid to full-time faculty as a group.

Part-time faculty

1. The total number of part-time faculty employed by each district on both a headcount and full-time equivalent (FTE) basis.
2. The mean salary paid to each headcount faculty member in each district.
3. The mean salary paid to each FTE faculty member in each district.

Gerald Hayward
August 9, 1979
Page 2

4. The total dollar amount paid to all part-time faculty in each district.
5. A summary of the compensation plan for part-time faculty members in each district.

Administrators

1. A list of all administrative positions (titles) in each district.
2. The salary schedule for each position.
3. The number of headcount and FTE employees occupying each administrative position.
4. The actual salary paid to each employee in each administrative position.
5. The percentage increase in salary granted (i.e. the range adjustment) for the fiscal year covered by the report.

A few words of explanation may be in order. The data requested for full-time faculty are very similar to those that have been collected by the Chancellor's Office for a number of years but which were not collected for 1978-79 due to Proposition 13 reductions. The only major difference relates to the detail on bonuses that was not clearly presented in prior reports.

We are asking for data on part-time faculty because of objections raised by Community College representatives. At the time our preliminary report on Community College salaries was presented, many Community College representatives, including those from the Chancellor's Office, complained that the data were misleading because part-time faculty were not included. To avoid that difficulty in the future, it is imperative that data on these faculty be included in next year's report to the Legislature.

We are also asking for data on administrators because of the concerns expressed by both the Legislature (on the subject of academic administration generally) and various Community College faculty organizations. I am not sure we will publish any of the data on administrators but we do want to be able to respond to questions should they arise.

The final item concerns the dates for receipt of the data. As you know, we publish two salary reports each year. Since the University and the State University report to us each year by November 1, we think it would be appropriate to set November 1 as a reporting date (for the 1978-79 data) for the Chancellor's Office as well. For the 1979-80 data, we would like to have a report by March 1 so that we may include it in our final report to the Legislature. In future years, the March 1 date should become permanent.

If you have any questions concerning any of these matters, please let me know.

Sincerely,

Kenneth B. O'Brien, Jr.
Associate Director

KBOB:mc

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Appendix B

Office of the President
March, 1979

UNIVERSITY OF CALIFORNIA
REPORT ON MEDICAL SCHOOL CLINICAL COMPENSATION PLANS AND
CLINICAL FACULTY SALARIES

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UNIVERSITY OF CALIFORNIA

Report on Medical School Clinical Compensation Plans and
Clinical Faculty Salaries

This report responds to Item 322 of the 1978 Conference Committee's Supplemental Report on the Budget Bill which recommends that:

UC shall report to CPEC annually on (1) its full-time clinical faculty salaries and those of its comparison institutions (including a description of the type of compensation plans utilized by each UC school and each comparison institution) and (2) the number of compensation plan exceptions in effect at each UC school.

This report discusses the issues in the above supplemental language by providing:

1. a description of the type of compensation plans utilized by each UC school and each comparison institution (Section I);
2. a discussion of the University's full-time clinical faculty salaries and those of its comparison institutions (Section II); and
3. a report on compensation plan exceptions (Section III).

I. Clinical Compensation Plans

General

Clinical compensation plans are compensation arrangements created by medical schools to provide competitive income for physicians and other faculty with direct patient-care responsibility as well as to further the academic goals of the medical schools. As stated by the Association of American Medical Colleges (AAMC) in their December, 1977 report on An In-Depth Study of Seven Medical Practice Plans,

"The most commonly stated plan objective is the attraction and retention of quality faculty through the provision of acceptable compensation levels not achievable through other salary sources. An additional objec-

tive quite prevalent among the . . . plans is the use of plan revenue to help achieve departmental and schoolwide program enrichment with stable, flexible funds."

The AAMC reviewed the medical practice plans of the 112 M.D. degree-granting fully accredited medical schools in the U.S. and concluded that the plans could be characterized by the degree of central control exercised over the details of the plans' operations, along a "centralized/decentralized" axis. A summary of the three basic types of clinical compensation plans was developed by the AAMC as follows:

Type A - a highly centralized compensation approach, characterized by two basic and interrelated features. First, all patient-care fees are collected and deposited to central accounts, usually with few references to the origin of the bill beyond the requirements of accurate book-keeping and physician liability and accountability for services rendered. Second, physicians are placed on either individually set or departmentally fixed incomes based on a predetermined compensation schedule which recognizes such features as academic rank, previous or current clinical services, and additional merit or service features.

Type B - an intermediate arrangement in which some common policy framework exists for patient-care fee collection and disbursement. In this approach a general policy is set for all medical school faculty with patient-care responsibilities, requiring that they follow specified billing and collection procedures through a central office or departmental offices. Compensation is determined by a formula which recognizes the productivity of patient-care activities as well as academic factors such as rank and scholarship. Such compensation arrangements usually set broad ranges for total compensation, recognizing the aforementioned features, with set maxima either by department, school, or specialty.

Type C - the least disciplined arrangement, which allows wide variation by individual department or among specialties as to how patient-care fees are collected and subsequently distributed. The most extreme example permits the faculty member to bill and retain virtually all of the billable practice income with some requirement to reimburse the institution for overhead cost (office space, hospital fees, etc.). Table 2 (p. 11), provides a further description of this medical practice plan typology, indicating by directional arrows the kind of movement that typically occurs in the organization of a practice plan--from no plan to decentralized, to intermediate, and to centralized.

University of California Uniform Medical School Clinical Compensation Plan
The University of California uniform Medical School Clinical Compensation Plan; approved by The Regents in November, 1977 for implementation in 1978, falls within the Type B category. It provides a uniform framework for patient-care billing and sets uniform compensation maxima based on academic rank and step. The Plan provides sufficient flexibility so that specific parameters for the various medical specialties or disciplines within the same department may be established as long as the maximum compensation arrangements established by the Plan are not exceeded.

The key features of this Plan are:

1. The eleven-month regular faculty salary scale approved by The Regents for each faculty rank forms the base salary for all medical school ladder rank faculty. There is no differential in the base salary between medical school faculty and general campus faculty.
2. Arrangements for compensation in addition to the base salary are limited to three types.
 - a. Negotiated Income - This is an amount of additional compensation

determined by a department or school that a clinician can earn via contribution of income from patient-care (and certain other specified income sources) to a group or pooled income system. There is an absolute ceiling on this amount, as discussed below.

- b. Income Limitation Arrangements - These are arrangements whereby the faculty member may retain, subject to assessments, income directly from patient-care activities. Assessments are progressive and reach a nearly confiscatory level at approximately three times the faculty member's base salary.
 - c. Combination Plans - These are arrangements whereby faculty members share a predetermined portion of a pooled amount and are allowed to retain individual earnings beyond that amount up to a maximum ceiling.
3. Membership in this Plan is mandatory for all clinical faculty with patient-care responsibility who hold an appointment at 50% or more time, and all income from professional services performed by these faculty is subject to the terms of the Plan.
 4. Accounting standards and monitoring practices are specified in the guidelines for implementation of this Plan. Along with the Plan and guidelines, accounting procedures have been developed which are consistent with the Plan objectives.

Comparison Data Survey

One of the principal features of the uniform Medical School Clinical Compensation Plan is a provision for periodic review of the established compensation maxima. In Section IV (Compensation), which sets forth the formulae for deriving maximum compensation, provision IV.3.6 states:

Compensation levels and assessment rates will be reviewed periodically by the Vice President--Academic and Staff Personnel Relations in light of comparison data from University of California Medical Schools as

well as from other comparison institutions. On the basis of the Vice President's report, the President, after consultation with the Academic Senate, may recommend adjustments in the compensation levels in this Plan to The Regents.

A set of comparison institutions was selected and a statistical method adopted that would yield the requisite data to satisfy this provision of the Medical School Clinical Compensation Plan as well as the requirement for an annual report to the California Postsecondary Education Commission.

Selection of Comparison Institutions

Eight institutions that represent comparable programs were selected from public and private sectors. Five of the institutions are public in character and three are private. The institutions selected represent a diverse spectrum and sufficient variation of settings and practice plan arrangements to provide valid comparisons. Appendix B (see pp. 19-20) provides a brief description of the various compensation plans used by the comparison institutions.

Comparison Institutions

| <u>Name</u> | <u>Public or Private</u> | <u>Compensation Plan</u> |
|--|--------------------------|--------------------------|
| *Stanford | Private | yes |
| State Univ. of New York- Upstate Medical School | Public | yes |
| Univ. of Chicago | Private | yes |
| *Univ. of Illinois | Public | no |
| *Univ. of Michigan | Public | yes |
| Univ. of Texas, Houston | Public | yes |
| *Univ. of Wisconsin | Public | yes |
| *Yale University | Private | yes |

The comparison institutions included five that are also in the general campus survey (noted by asterisks). In addition, the University of Texas, Houston, and the State University of New York-Upstate Medical School were selected because they are part of larger multicampus systems with more than one medical school.

II. Compensation Survey

A. Data Collection

Compensation plan information was obtained from the eight comparison medical schools by means of a questionnaire (see Appendix A, pp. 16-18). The questionnaire was followed by phone calls, and a special meeting which took place during the October, 1978 meeting of the AAMC in New Orleans. At that special meeting of the comparison schools, there was an extended discussion of the practical aspects of medical salary and practice plan management, and arrangements were made to meet and/or consult each year and to regularly exchange data. Further, Mr. William L. Storey, Higher Education specialist with the California Postsecondary Education Commission, was consulted about this comparison study, and has agreed to meet to discuss in detail the methodology and conclusions.

B. Selection of Departments and Disciplines

Comparison of medical schools' salaries raises problems which do not occur in comparing salaries of general campuses. On general university campuses, overall salary averages for a given professorial rank are a good reflection of what the individual faculty member is actually paid at that rank. In medical schools, however, there is great variation in individual salaries, and an overall salary average for a given medical school is statistically unreliable. For that reason, it was not possible to use overall salary averages from the comparison medical schools in

this study. Statistics from the annual AAC report of clinical salaries were similarly of little utility since they tend to aggregate salaries from a variety of clinicians, both full and part-time, without sufficient disaggregation in the sample to make the data useful for this survey. The method that was devised to avoid the above problems was to select a stratified sample of three clinical specialties which are commonly found in schools of medicine and which typically represent a range of compensation within medical schools. The three clinical specialties selected are (a) Pediatrics, typically at a lower level of compensation; (b) Medicine, typically at a mid-level compensation; and (c) Surgery, typically at a higher compensation. These three clinical specialties are taken as representative of the medical schools at large and are used as the base for developing the data for this study. The salary data received from the thirteen medical schools (five from UC and eight from comparison institutions) are treated as follows: a single weighted-average compensation is constructed from the five UC medical school responses for each of the three specialties. That weighted average is displayed in a ranked table (ranked by professorial compensation) together with the responses from the eight comparison medical schools (see Tables 3, 4, and 5, pp. 12, 13, and 14).

C. The Method

For each of the specialties a simple average of the resulting table of nine weighted averages is then calculated, as well as the standard deviation, and entered at the bottom of each of Table 3, 4 and 5. The single average for the five medical schools is examined in each of the three ranked tables to determine where that average falls within the sample of nine weighted averages; i.e., whether or not that particular average deviates significantly from the general average. The

tables reflect the following:

- a. where the UC average falls within one standard deviation;
- b. where the UC average is with respect to the average for the group as a whole; and
- c. whether the UC average is within one standard deviation of the group average.

If the UC average is, in fact, within one standard deviation from the group average, then the UC average can be considered to be not statistically different from that of the group as a whole.

D. Results of the Clinical Salary Comparison and University of California Standing in Each Category

Tables 3, 4, and 5 (see pp. 12, 13, and 14) indicate that the University's average compensation is consistent with the overall average for each specialty, as displayed below:

AVERAGE FULL PROFESSOR COMPENSATION - ABSTRACTED FROM TABLES 3, 4, 5.

| Medicine | Pediatrics | Surgery |
|----------------|----------------|----------------|
| High 67,000 | High 67,000 | High 88,000 |
| Average 60,440 | UC 59,000 | Average 79,140 |
| UC 59,000 | Average 57,560 | UC 75,000 |
| Low 54,000 | Low 51,000 | Low 67,000 |

From the table above, the following conclusions are drawn:

1. In Medicine (Table 3, p.12), average professorial compensation ranges from a high of \$67,000 per year to a low of \$54,000, with an average of \$60,440. The UC average for Medicine is \$59,000, slightly below the group average.
2. In Pediatrics (Table 4, p.13), average professorial compensation ranges

from a high of \$67,000 per year to a low of \$51,000, with an average of \$57,560. The UC average for Pediatrics is \$59,000, slightly (but not significantly) higher than the group average (within one standard deviation from the average).

3. In Surgery (Table 5, p. 15), average professorial compensation ranges from a high of \$88,000 per year to a low of \$67,000, with an average of \$79,440. The UC average for Surgery is \$75,000, somewhat (but not significantly) below the group average.

Within each of the three specialties, the spread of salaries is not great, supporting the assumption that the selected medical schools are comparable. In each of the tables for the three specialties, the University's average compensation is close to the overall average, as is displayed in the table above. For these reasons, the compensation being paid in University of California medical schools can be considered to be representative, competitive and appropriate. Therefore, there appears to be no need at this time to alter the current compensation formulas.

III. Exceptions to the Plan

Requests for exceptions, including individual exceptions, to the Medical School Clinical Compensation Plan may originate with the individual department, and, subject to approval by the Dean, are then forwarded to the campus Chancellor for the next approval step. The Chancellor then consults with the campus Academic Senate. If the Chancellor approves the exception, the request is recommended to the President for final approval. All approved exceptions to compensation limits must be reported to the Board of Regents. As part of the implementation of the Plan it was agreed that certain limited existing arrangements would be permitted to continue. Other than these exceptions, no individual exceptions have been made. Irvine has been permitted to delay implementation of the Plan until January, 1980 in order to accommodate the campus conversion from a gross to a net clinical fee compensation plan.

TABLE 1

COMPARISON INSTITUTIONS - MEDICAL SCHOOLS

Stanford University

State University of New York -
Upstate Medical School

University of Chicago

University of Illinois

University of Michigan

University of Texas, Houston

University of Wisconsin

Yale University

TABLE 2
MEDICAL PRACTICE PLAN TYPOLOGY

| PLAN FEATURES | TYPE A Centralized ← | TYPE B Intermediate ← | TYPE C Decentralized |
|---|--|---|---|
| Organization & Participation | | | |
| • Structure | A discretely recognized entity, either within or external to the medical school, having its own personnel, budget and procedural guidelines. | A common framework for clinical practice activity exists within which departmental or specialty groups function. | A variety of clinical practice arrangements for academic departments or medical specialties are permitted. |
| • Policy Determination | All practicing clinicians are included and directly and/or indirectly through their representatives meet with institutional officials to focus only on clinical practice - related issues. | Most clinical disciplines are participants in deliberations about clinical practice - related issues identified by institutional officials. | Executive faculty and the dean consult as necessary during the routine conduct of general meetings. |
| Operations | | | |
| • Administration | A full-time manager supervises the day-to-day plan operation with responsibility for all administrative services supporting the practice of medicine. | A number of the dean's regular administrative staff is the focus for coordination of many plan support services. | Either the department head or his designee directs administrative support services. |
| • Fee Handling | All clinical practice related revenue flows through the Plan Office which handles bills, collects fees and disburses income. | Uniform procedures for billing, collection and disbursement of fees are implemented. | Options for billing, collection or disbursement of fees are available to academic departments or medical specialties. |
| Private Medical Schools | 12 | 10 | 3 |
| Public Medical Schools | 21 | 16 | 5 |

The above table is taken from An In-Depth Study of Seven Medical Practice Plans--Association of American Medical Colleges, December, 1977, p. 14.

The arrows show the kind of movement that typically occurs in the organization of a practice plan, from no plan, to decentralized, to intermediate, and to centralized.

APPENDIX A**44**

UNIVERSITY OF CALIFORNIAAnnual Medical School Faculty Salary Survey
Instructions

The form will be provided for three departments only, General Medicine, Pediatrics, and Surgery. Three categories of compensation are identified with definitions. These are:

1. Base or Guaranteed Component - the base salary derived from University of California salary scales for that rank and guaranteed by the University exclusive of fringe benefits;
2. University of California Uniform Medical School Clinical Compensation, or expected compensation, not including the base salary described in 1, above, which is received through or as a result of the operation of, and the individual faculty member's participation in, the University of California Uniform Medical School Clinical Compensation Plan, and
3. Grand Total Compensation - the sum of the monies associated with items 1 and 2 above, divided by the head count for that line of the questionnaire.

In each case, one calculates the average for each box in the questionnaire by totalling all the monies involved in that category and then by dividing by the head count for that line of the questionnaire. Reasonable estimates of the year's earnings should be reported

or last year's accrual earnings with any estimated increment. Please specify the method used in the "Comments" section at the bottom of each questionnaire.

For the departments specified above, include only 12 month salaries for full-time paid faculty utilizing September 1 budget figures whenever possible. Include the full salary of faculty on sabbatical leave. Exclude those faculty at affiliated institutions, full salary for vacant positions, house staff and fellows in all ranks and part-time and volunteer faculty.

Attached is a list of the subspecialties to be included within three departments (General Medicine, Pediatrics and Surgery). If you have any questions, please phone R.D. Menkenett at (415):642-1454.

SURGERY

GENERAL SURGERY
THORACIC
CARDIO-VASCULAR
E.N.T.
UROLOGY
NEUROSURGERY
ORTHOPEDICS
PLASTIC

MEDICINE

GENERAL
CARDIOLOGY
ENDOCRINOLOGY
GASTROENTEROLOGY
HEMATOLOGY
HEPATOSPLENOLOGY
INFECTIONOUS DISEASE
NEPHROLOGY
RHEUMATOLOGY
PULMONARY

PEDIATRICS

ALL, INCLUDING
PEDIATRIC
CARDIOLOGY

CAMPUS _____

DATE THE REPORT WAS PREPARED

UNIVERSITY OF CALIFORNIA
MEDICAL SCHOOL, FACULTY SALARY SURVEY

DEPARTMENT _____

EFFECTIVE DATE _____

| RANK | | COMPENSATION | | |
|---------------------|-----------|--|--|---|
| Rank | Headcount | Base Salary or Guaranteed Component (Average)* | Uniform Compensation Plan Component (Average)* | Grand Total Compensation (Average)* |
| Professor | | | | |
| Associate Professor | | | | |
| Assistant Professor | | | | |
| Instructor | | | | |

*Average salary for each of the three compensation columns should be computed by dividing the total dollars by the headcount for each rank.

Comments or qualifications:

APPENDIX BBrief Descriptions of the Medical Compensation Plans at the Eight Comparison Medical Schools1) Stanford University

Stanford has a new practice plan that is currently being written and is not yet available.

2) State University of New York - Upstate Medical School

Overall management of the practice plan is vested in a governing board consisting essentially of the President, the Dean of the Medical School and the medical school department chairmen. The departments have considerable autonomy, and keep the accounts and do the billing. The State is paid for overhead costs, and the Medical School levies a surcharge on gross practice plan income for its own use. (A Type "B" or Type "C" Plan)

3) University of Chicago

General guidelines are issued to the departments by the Dean's office. Within those guidelines, individual practice plans are negotiated on a departmental basis. The medical school is experimenting with a surcharge, and with various kinds of non-salary incentives. Currently, however, the individual departments have a good deal of autonomy. (A Type "C" Plan)

4. University of Illinois

No formal practice plan exists. The medical school provides centralized billing facilities. Beyond that, what happens is the result of individual negotiation between the individual faculty member, his department and the Dean's office.

5. University of Michigan

The plan is centralized, with a formal central business office run by a full-time Director who reports directly to the Dean of the Medical School. The central business office establishes policy, does billing and handles

disbursements. The individual departments have comparatively little autonomy. The plan was phased in gradually over the five-year period from 1973 to 1978. (A Type "A" Plan)

6) University of Texas at Houston

The plan is controlled by a Board of Directors consisting of the President, V.P. for Business Affairs and the department chairmen. The plan provides for central billing and disbursement of funds; however, individual faculty salaries are set through individual negotiation between a faculty member and his department chairman. The departments have considerable autonomy.

(A Type "B" or Type "C" Plan)

7) University of Wisconsin

Although a written plan exists, its net effect is to vest authority in the individual departments. Each department creates in effect its own individual practice plan and does pretty much as it pleases, subject to certain maximum salary constraints written into the central plan. (A Type "B" or Type "C" Plan)

8) Yale University

The practice plan consists of a series of brief salary guidelines published by the Dean which set up a framework for salary payment and establish the permissible salary ranges within which an individual faculty member may be paid. Each department develops its own practice plan, in negotiation with the Dean's office. Individual salaries are recommended by the department chairman and approved by the Dean. (A Type "C" Plan)

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CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

THE California Postsecondary Education Commission is a citizen board established in 1974 by the Legislature and Governor to coordinate the efforts of California's colleges and universities and to provide independent, non-partisan policy analysis and recommendations to the Governor and Legislature.

Members of the Commission

The Commission consists of 15 members. Nine represent the general public, with three each appointed for six-year terms by the Governor, the Senate Rules Committee, and the Speaker of the Assembly. The other six represent the major segments of postsecondary education in California.

As of February 1990, the Commissioners representing the general public are:

Mim Andelson, Los Angeles;
C. Thomas Dean, Long Beach;
Henry Der, San Francisco;
Seymour M. Farber, M.D., San Francisco;
Rosalind K. Goddard, Los Angeles;
Helen Z. Hansen, Long Beach;
Lowell J. Paige, El Macero; Vice Chair;
Cruz Reynoso, Los Angeles; Chair; and
Stephen P. Teale, M.D., Modesto.

Representatives of the segments are:

Meredith J. Khachigian, San Clemente; appointed by the Regents of the University of California;
Theodore J. Saenger, San Francisco; appointed by the Trustees of the California State University;

John F. Parkhurst, Folsom; appointed by the Board of Governors of the California Community Colleges;

Harry Wugalter, Thousand Oaks; appointed by the Council for Private Postsecondary Educational Institutions;

Joseph D. Carrabino, Orange; appointed by the California State Board of Education; and

James B. Jamieson, San Luis Obispo; appointed by the Governor from nominees proposed by California's independent colleges and universities.

Functions of the Commission

The Commission is charged by the Legislature and Governor to "assure the effective utilization of public postsecondary education resources, thereby eliminating waste and unnecessary duplication, and to promote diversity, innovation, and responsiveness to student and societal needs."

To this end, the Commission conducts independent reviews of matters affecting the 2,600 institutions of postsecondary education in California, including community colleges, four-year colleges, universities, and professional and occupational schools.

As an advisory planning and coordinating body, the Commission does not administer or govern any institutions, nor does it approve, authorize or accredit any of them. Instead, it cooperates with other State agencies and non-governmental groups that perform these functions, while operating as an independent board with its own staff and its own specific duties of evaluation, coordination, and planning.

Operation of the Commission

The Commission holds regular meetings throughout the year at which it debates and takes action on staff studies and takes positions on proposed legislation affecting education beyond the high school in California. By law, its meetings are open to the public. Requests to speak at a meeting may be made by writing the Commission in advance or by submitting a request before the start of the meeting.

The Commission's day-to-day work is carried out by its staff in Sacramento, under the guidance of its executive director, Kenneth B. O'Brien, who is appointed by the Commission.

The Commission publishes and distributes without charge some 30 to 40 reports each year on major issues confronting California postsecondary education. Recent reports are listed on the back cover.

Further information about the Commission, its meetings, its staff, and its publications may be obtained from the Commission offices at 1020 Twelfth Street, Third Floor, Sacramento, CA 98514-3985; telephone (916) 445-7933.

SUPPLEMENTAL REPORT ON ACADEMIC SALARIES, 1988-89

California Postsecondary Education Commission Report 89-26

ONE of a series of reports published by the Commission as part of its planning and coordinating responsibilities. Additional copies may be obtained without charge from the Publications Office, California Postsecondary Education Commission, Third Floor, 1020 Twelfth Street, Sacramento, California 95814-3985.

Recent reports of the Commission include:

89-10 Out of the Shadows -- The IRCA/SLIAG Opportunity: A Needs Assessment of Educational Services for Eligible Legalized Aliens in California Under the State Legalization Impact Assistance Grant Program of the Immigration Reform and Control Act of 1986, submitted to the California Postsecondary Education Commission, February 23, 1989, by California Tomorrow (March 1989)

89-11 Faculty Salaries in California's Public Universities, 1989-90: A Report to the Legislature and Governor in Response to Senate Concurrent Resolution No. 51 (1985) (March 1989)

89-12 Teacher Preparation Programs Offered by California's Public Universities: A Report to the Legislature in Response to Supplemental Language in the 1988 State Budget Act (March 1989)

89-13 The State's Reliance on Non-Governmental Accreditation: A Report to the Legislature in Response to Assembly Concurrent Resolution 78 (Resolution Chapter 22, 1988) (March 1989)

89-14 Analysis of the Governor's Proposed 1989-90 Budget: A Staff Report to the California Postsecondary Education Commission (March 1989)

89-15 Planning Our Future: A Staff Background Paper on Long-Range Enrollment and Facilities Planning in California Public Higher Education (April 1989)

89-16 Standardized Tests Used for Higher Education Admission and Placement in California During 1988: The Fourth in a Series of Annual Reports Published in Accordance with Senate Bill 1758 (Chapter 1505, Statutes of 1984) (April 1989)

89-17 Protecting the Integrity of California Degrees: The Role of California's Private Postsecondary Education Act of 1977 in Educational Quality Control (April 1989)

89-18 Recommendations for Revising the Private Postsecondary Education Act of 1977: A Report to

the Legislature and Governor on Needed Improvements in State Oversight of Privately Supported Postsecondary Education (April 1989)

89-19 Mandatory Statewide Student Fees in California's Public Four-Year Colleges and Universities: Report of the Sunset Review Committee on Statewide Student Fee Policy Under Senate Bill 195 (1985), published for the Committee by the California Postsecondary Education Commission (April 1989)

89-20 State Policy Guidelines for Adjusting Nonresident Tuition at California's Public Colleges and Universities: Report of the Advisory Committee on Nonresident Tuition Policies Under Senate Concurrent Resolution 69, published for the Committee by the California Postsecondary Education Commission (June 1989)

89-21 State Oversight of Postsecondary Education: Three Reports on California's Licensure of Private Institutions and Reliance on Non-Governmental Accreditation [A reprint of Reports 89-13, 89-17, and 89-18] (June 1989)

89-22 Revisions to the Commission's Faculty Salary Methodology for the California State University (June 1989)

89-23 Update of Community College Transfer Student Statistics, 1988-89: The University of California, The California State University, and California's Independent Colleges and Universities (August 1989)

89-24 California College-Going Rates, Fall 1988 Update: The Twelfth in a Series of Reports on New Freshman Enrollments at California's Colleges and Universities by Recent Graduates of California High Schools (September 1989)

89-25 Overseeing the Heart of the Enterprise: The Commission's Thirteenth Annual Report on Program Projection, Approval, and Review Activities, 1987-88 (September 1989)

89-26 Supplemental Report on Academic Salaries, 1988-89: A Report to the Governor and Legislature in Response to Senate Concurrent Resolution No. 51 (1985) and Subsequent Postsecondary Salary Legislation (September 1989)

89-27 Technology and the Future of Education: Directions for Progress. A Report of the California Postsecondary Education Commission's Policy Task Force on Educational Technology (September 1989)